Supplement: Experimental Instructions

Appendix A. Stage 1 Instructions, For Stage 1 Employers

Treatment Codes	
Treatments	Code
Math first Treatments	M
Order 1	M1
Order 2	M2
Verbal first Treatments	V
Order 1	V1
Order 2	V2

<<Italics are notes to the reader/experimenter>>
<<Bold is treatment specific>>

<<When subjects come into the waiting room they are asked to sign a consent form. They are informed that they are free to withdraw from the study at any time but that if they withdraw they will only receive the show up fee.>>>

WELCOME!

Before we start with the experiment we will be reading the instructions out loud. If at any time you have any questions or concerns, please press the "assistance" button below your screen and someone will come by and assist you.

You are participating in a study in which you will earn some money. The amount will depend on your decisions. At the end of the study, your earnings will be added to a show-up fee, and you will be paid in cash. You will remain anonymous throughout this study and there will be no way for the experimenter to relate your answers to your name. You will only be identified by the number that is on the yellow post-it in your cubicle.

During this study you are not allowed to talk to other participants, browse the Internet, make use of your mobile phone or consult any other personal materials. Please make sure your phone is set to silent and tucked away.

Please remain seated during the experiment until the experimenters tell you that it is ok to leave.

If there are no questions, we will now begin with the experiment.

Your Choice:

Another group of study participants has participated in a study conducted by us earlier at Harvard Decision Science Lab (HDSL). They have been paid based on their performance. They had to solve as many problems as they could in a given time period, and this task was performed at least three times. We will explain the task to you below. Then, you will receive two of three performance scores

for 20 of these participants. Finally you will be asked to select 5 of the 20 participants, where the third score on the task of your selected five candidates will determine your earnings.

You will now receive information on the task. In addition, you will be informed on the participants' characteristics and two of their performance scores.

Information on the Task:

<<M1, M2 or V1, V2>>
Participants in a previous study engaged in a number adding task. They were shown a table with rows of five two-digit numbers. The participants were asked and incentivized to add up as many rows of numbers as possible. This task was repeated several times, and each time, they had five minutes available.

While the task was otherwise identical, they saw different rows of numbers each time.

Their point score was calculated as follows:
- For every correctly added row of numbers, one point was added to their score.
- Rows of numbers that were not correctly added up received no points.

To have a better understanding of the task, please click on this button to see a sample task. (You will see the task for 30 seconds and not for the 5 minutes the participants did.)

(SAMPLE TASK)

<< V1, V2, or M1, M2 >>

Participants in a previous study engaged in a word finding task. They were shown a matrix containing letters. Some letters appeared in random order and some formed words by combining letters next to each other horizontally, vertically or diagonally. A list of all words contained in a given matrix was displayed next to the matrix. The participants were asked and incentivized to find as many words from the list as possible. This task was repeated several times, and each time, they had three minutes available.

While the task was otherwise identical, they saw different matrices containing different letters and words each time.

Their point score was calculated as follows:
- For every correct word marked in the matrix, one point was added to their score.
- Words that were not marked correctly received no points.

To have a better understanding of the task, please click on this button to see a sample task. (You will see the task for 30 seconds and not for the 3 minutes the participants did.)

(INCLUDE MATRIX AND SHOW FOR 30 SECONDS)

Procedure to determine your earnings:

<<Math>>
Once you have chosen your five individuals, we will calculate your earnings, which are based on the total point score of your selected individuals. You will receive $0.20 for each point in your selected candidates' third scores. For example, if your five chosen candidates added up 50 rows of numbers correctly, they would score a total of 50 points and you would receive $10 (50x$0.20). We will inform you of the five chosen persons' total scores and your earnings at the end of this experiment.

<<Verbal>>
Once you have chosen your five individuals, we will calculate your earnings, which are based on the total point score of your selected individuals. You will receive $0.20 for each point in your selected candidates' third scores. For example, if your five chosen candidates found 50 words correctly, they would score a total of 50 points and you would receive $10 (50x$0.20). We will inform you of the five chosen persons' total scores and your earnings at the end of this experiment.

Information on Participants:
You will now be informed about the characteristics of 20 study participants who performed the task you just saw. This information is on the 20 cards that you are receiving from the experimenters. Each card represents a profile of one of the 20 participants, including participant number, demographic characteristics, and two of three performance scores. The cards are in random order. Your task is to select five of these individuals. You will be paid based on their third performance score. Note that you can select each participant only once.

<<All>>
If you have any questions, please press the "assistance" button now. Once we have addressed all questions, we will move to the main question of this study:

Main question: Select five people out of the 20 profiles you were presented. Their total third score on the task will determine your earnings.

Please remove the cards of the five selected people from the pile.

PLEASE PRESS OK ONLY AFTER YOU RECEIVED THE 20 CARDS.

<<Experimenter hands out 20 cards to each subject; content of cards is described below.>>

Math Task Candidates

	Math Participants				
Participant	Participant 1	Participant 2	Participant 3	Participant 4	Participant 5
Gender	Male	Male	Female	Female	Female
Performance score 1	8	15	15	4	15
Performance Score 2	8	15	14	4	15
Race	White	White	White	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	Participant 6	Participant 7	Participant 8	Participant 9	Participant 10
Gender	Female	Male	Female	Female	Male
Performance score 1	10	9	8	14	5
Performance Score 2	11	9	7	14	4
Race	Asian	Asian	Black	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	Participant 11	Participant 12	Participant 13	Participant 14	Participant 15
Gender	Male	Male	Male	Female	Male
Performance score 1	15	10	9	8	13
Performance Score 2	14	10	9	7	15
Race	White	Black	White	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	Participant 16	Participant 17	Participant 18	Participant 19	Participant 20
Gender	Female	Female	Male	Male	Female
Performance score 1	11	7	4	7	3
Performance Score 2	12	8	5	9	4
Race	White	Black	Black	Asian	Asian
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes

<<M1>>

	Math Participants				
Participant	Participant 1	Participant 2	Participant 3	Participant 4	Participant 5
Gender	Male	Male	Female	Female	Female
Performance score 1	8	15	15	4	15
Performance Score 2	8	15	14	4	15
Race	White	White	White	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	Participant 6	Participant 7	Participant 8	Participant 9	Participant 10

Gender	Female	Male	Female	Female	Male
Performance score 1	10	9	8	14	5
Performance Score 2	11	9	7	14	4
Race	Asian	Asian	Black	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	**Participant 11**	**Participant 12**	**Participant 13**	**Participant 14**	**Participant 15**
Gender	Male	Male	Male	Female	Male
Performance score 1	15	10	9	8	13
Performance Score 2	14	10	9	7	15
Race	White	Black	White	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	**Participant 16**	**Participant 17**	**Participant 18**	**Participant 19**	**Participant 20**
Gender	Female	Female	Male	Male	Female
Performance score 1	11	7	4	7	3
Performance Score 2	12	8	5	9	4
Race	White	Black	Black	Asian	Asian
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes

<<M2>>

	Math Participants				
Participant	**Participant 1**	**Participant 2**	**Participant 3**	**Participant 4**	**Participant 5**
Gender	Male	Male	Female	Female	Female
Performance score 1	8	15	15	4	15
Performance Score 2	8	15	14	4	15
Race	White	White	White	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	**Participant 6**	**Participant 7**	**Participant 8**	**Participant 9**	**Participant 10**
Gender	Female	Male	Female	Male	Male
Performance score 1	10	9	8	14	5
Performance Score 2	11	9	7	14	4
Race	Asian	Asian	Black	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	**Participant 11**	**Participant 12**	**Participant 13**	**Participant 14**	**Participant 15**
Gender	Male	Male	Male	Female	Female
Performance score 1	15	10	9	8	13
Performance Score 2	14	10	9	7	15
Race	White	Black	White	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	**Participant 16**	**Participant 17**	**Participant 18**	**Participant 19**	**Participant 20**
Gender	Female	Female	Male	Male	Female
Performance score 1	11	7	4	7	3
Performance Score 2	12	8	5	9	4
Race	White	Black	Black	Asian	Asian
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes

Verbal Task Candidates

<<V1>>

	Verbal Participants				
Participant	**Participant 1**	**Participant 2**	**Participant 3**	**Participant 4**	**Participant 5**
Gender	Female	Female	Female	Male	Male
Performance score 1	6	11	11	13	8
Performance Score 2	9	13	15	12	8
Race	Hispanic	Black	White	White	Black
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	**Participant 6**	**Participant 7**	**Participant 8**	**Participant 9**	**Participant 10**
Gender	Female	Female	Female	Male	Male
Performance score 1	9	13	11	5	12
Performance Score 2	11	9	11	5	11
Race	White	Asian	Asian	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	**Participant 11**	**Participant 12**	**Participant 13**	**Participant 14**	**Participant 15**
Gender	Female	Female	Male	Male	Male
Performance score 1	16	4	16	10	10
Performance Score 2	15	5	15	9	13
Race	White	Black	White	Hispanic	Asian
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	**Participant 16**	**Participant 17**	**Participant 18**	**Participant 19**	**Participant 20**
Gender	Female	Female	Male	Male	Male
Performance score 1	15	10	15	13	6
Performance Score 2	12	8	12	13	6
Race	White	Asian	White	White	White
Nationality	American	Other	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes

<<V2>>

	Verbal Participants				
Participant	**Participant 1**	**Participant 2**	**Participant 3**	**Participant 4**	**Participant 5**
Gender	Female	Female	Male	Male	Male
Performance score 1	6	11	11	13	8
Performance Score 2	9	13	15	12	8
Race	Hispanic	Black	White	White	Black
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	**Participant 6**	**Participant 7**	**Participant 8**	**Participant 9**	**Participant 10**
Gender	Female	Female	Female	Male	Male
Performance score 1	9	13	11	5	12
Performance Score 2	11	9	11	5	11
Race	White	Asian	Asian	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	**Participant 11**	**Participant 12**	**Participant 13**	**Participant 14**	**Participant 15**
Gender	Female	Female	Male	Male	Male
Performance score 1	16	4	16	10	10
Performance Score 2	15	5	15	9	13
Race	White	Black	White	Hispanic	Asian
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant	**Participant 16**	**Participant 17**	**Participant 18**	**Participant 19**	**Participant 20**
Gender	Female	Female	Male	Female	Male
Performance score 1	15	10	15	13	6
Performance Score 2	12	8	12	13	6
Race	White	Asian	White	White	White
Nationality	American	Other	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes

<<Math>>
Please enter the participant numbers of your five selected profiles for the number adding task, ranking people, such that the 1st person is your top choice, and the 5th is the least preferred choice.

<<Verbal>>
Please enter the participant numbers of your five selected profiles for the word finding task, ranking people, such that the 1st person is your top choice, and the 5th is the least preferred choice.

<<Table as before>>

LOTTERY CHOICE DECISION TASK
We will now present you with a list of lottery questions. You will have two options to choose from: option A and option B. You will have 10 decisions to make.

Once you are done the computer will randomly select 1 of the 10 rows. Then the computer will execute the lottery described in the cell that you have selected in that row and display the lottery outcome. The computer program will pay out the lottery outcome with a 10% probability. That is, one out of 10 people receive the payoffs of the selected lottery in this task as additional earnings.

	Option A	**Option B**
1	Probability 1/10 to get $12 and probability 9/10 to get $9.6.	Probability 1/10 to get $23.1 and probability 9/10 to get $0.60.
2	Probability 2/10 to get $12 and probability 8/10 to get $9.6.	Probability 2/10 to get $23.1 and probability 8/10 to get $0.60.
3	Probability 3/10 to get $12 and probability 7/10 to get $9.6.	Probability 3/10 to get $23.1 and probability 7/10 to get $0.60.
4	Probability 4/10 to get $12 and probability 6/10 to get $9.6.	Probability 4/10 to get $23.1 and probability 6/10 to get $0.60.
5	Probability 5/10 to get $12 and probability 5/10 to get $9.6.	Probability 5/10 to get $23.1 and probability 5/10 to get $0.60.
6	Probability 6/10 to get $12 and probability 4/10 to get $9.6.	Probability 6/10 to get $23.1 and probability 4/10 to get $0.60.
7	Probability 7/10 to get $12 and probability 3/10 to get $9.6.	Probability 7/10 to get $23.1 and probability 3/10 to get $0.60.
8	Probability 8/10 to get $12 and probability 2/10 to get $9.6.	Probability 8/10 to get $23.1 and probability 2/10 to get $0.60.
9	Probability 9/10 to get $12 and probability 1/10 to get $9.6.	Probability 9/10 to get $23.1 and probability 1/10 to get $0.60.
10	Probability 10/10 to get $12 and probability 0/10 to get $9.6.	Probability 10/10 to get $23.1 and probability 0/10 to get $0.60.
11	Probability 10/10 to get $12 and probability 0/10 to get $9.6.	Probability 9/10 to get $23.1 and probability 1/10 to get $0.60.
12	Probability 10/10 to get $12 and probability 0/10 to get $9.6.	Probability 8/10 to get $23.1 and probability 2/10 to get $0.60.
13	Probability 10/10 to get $10 and probability 0/10 to get $8.	Probability 7/10 to get $23.1 and probability 3/10 to get $0.60.
14	Probability 10/10 to get $10 and probability 0/10 to get $8.	Probability 6/10 to get $23.1 and probability 4/10 to get $0.60.
15	Probability 10/10 to get $10 and probability 0/10 to get $8.	Probability 5/10 to get $23.1 and probability 5/10 to get $0.60.

<<Payoffs lottery task>>
The selected row in the lottery task was <<:D>>
The outcome of the lottery is; <<E>>
Your payoffs are: << F>>>

<<TOTAL PAYOFFS>>
Your total payoffs in this experiment are: <<A+Y+F>>

<<WE NOW CONTINUE WITH THE QUESTIONNAIRE>>

We now continue with a questionnaire while we are preparing your earnings from the experiment. This will take us at least 15 minutes, so please take your time.

1. Gender (male/female)
2. Age ()
3. Nationality   (North-American/South-American/European   or   Australian   or Russian/African/Asian/Middle Eastern)
4. Race (White/Black/Hispanic/Asian/other)
5. School (Harvard/ MIT/Other/Not a student)
6. Field of study (social science/ economics / science / humanities/ NA)
7. Current Program (College/Masters/PhD/other/NA)
8. GPA at college ()
9. SAT scores (Writing/Mathematics/Critical Reading)
10. Parental income (median household income is 4500) below median, at around median, above median)
11. What do you expect *your* annual household income in 10 years to be?
12. Parental education (N.A./ high school/ some college/ college/ PhD)
13. On a scale from 1 to 6, where 1 is not risk averse and 6 is extremely risk averse, how risk averse do you consider yourself?
14. On a scale from 1 to 6, where 1 is not loss averse and 6 is extremely loss averse, how loss averse do you consider yourself?
15. Do you feel happy/unsatisfied/angry/normal/sad/upset/bored/tired/energetic/excited
16. Any comments?

Thank you for your participation. Please remain seated if you are done, until we tell you it is ok for you to leave.

<<Experimenters hand out receipts for them to sign, once signed, they receive an envelope with their earnings, and subjects can leave.>>

Appendix B. Stage 2 Instructions, For Stage 2 Employers

Treatment Codes	
Treatments	Code
Treat 1 – Math First	T1
Norm Message	T1N
Control	T1C
Treat 2 – Verbal First	T2
Norm Message	T2N
Control	T2C

<<Italics are notes to the reader/experimenter>>
<<Bold is treatment specific>>

<<When subjects come into the waiting room they are asked to sign a consent form. They are informed that they are free to withdraw from the study at any time but that if they withdraw they will only receive the show up fee.>>>

WELCOME!

Before we start with the experiment we will be reading the instructions out loud. If at any time you have any questions or concerns, please press the "assistance" button below your screen and someone will come by and assist you.

You are participating in a study in which you will earn some money. The amount will depend on your decisions. At the end of the study, your earnings will be added to a show-up fee, and you will be paid in cash. You will remain anonymous throughout this study and there will be no way for the experimenter to relate your answers to your name. You will only be identified by the number that is on the yellow post-it in your cubicle.

During this study you are not allowed to talk to other participants, browse the Internet, make use of your mobile phone or consult any other personal materials. Please make sure your phone is set to silent and tucked away.

Please remain seated during the experiment until the experimenters tell you that it is ok to leave.

If there are no questions, we will now begin with the experiment.

Your Choice:

Another group of study participants has participated in a study conducted by us earlier at Harvard Decision Science Lab (HDSL). They have been paid based on their performance. They had to solve as many problems as they could in a given time period, and this task was performed at least three times. We will explain the task to you below. Then, you will receive two of three performance scores for 20 of these participants. Finally you will be asked to select 5 of the 20 participants, where the third score on the task of your selected five candidates will determine your earnings.

You will now receive information on the task. In addition, you will be informed on the participants' characteristics and two of their performance scores.

Information on the Task:
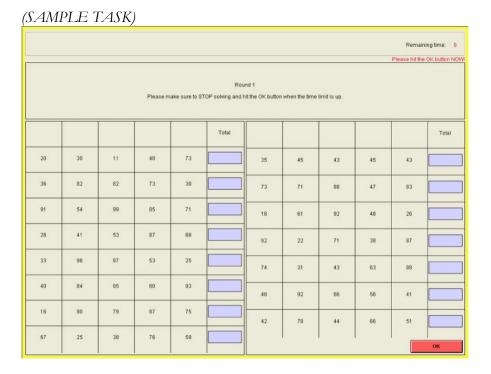
<<(T1N, T1C or T2N, T2C)>>

Participants in a previous study engaged in a number adding task. They were shown a table with rows of five two-digit numbers. The participants were asked and incentivized to add up as many rows of numbers as possible. This task was repeated several times, and each time, they had five minutes available.

While the task was otherwise identical, they saw different rows of numbers each time.

Their point score was calculated as follows:
- For every correctly added row of numbers, one point was added to their score.
- Rows of numbers that were not correctly added up received no points.

To have a better understanding of the task, please click on this button to see a sample task. (You will see the task for 30 seconds and not for the 5 minutes the participants did.)

(SAMPLE TASK)
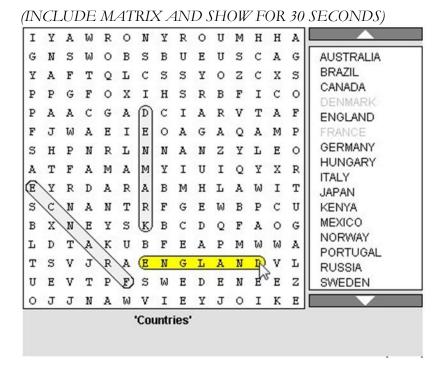
<< (T1N, T1C or T2N, T2C >>

Participants in a previous study engaged in a word finding task. They were shown a matrix containing letters. Some letters appeared in random order and some formed words by combining letters next to each other horizontally, vertically or diagonally. A list of all words contained in a given matrix was displayed next to the matrix. The participants were asked and incentivized to find as many words from the list as possible. This task was repeated several times, and each time, they had three minutes available.

While the task was otherwise identical, they saw different matrices containing different letters and words each time.

Their point score was calculated as follows:
- For every correct word marked in the matrix, one point was added to their score.
- Words that were not marked correctly received no points.

To have a better understanding of the task, please click on this button to see a sample task. (You will see the task for 30 seconds and not for the 3 minutes the participants did.)

(INCLUDE MATRIX AND SHOW FOR 30 SECONDS)

Procedure to determine your earnings:

<<Math>>
Once you have chosen your five individuals, we will calculate your earnings, which are based on the total point score of your selected individuals. You will receive $0.20 for each point in your selected participants' third scores. For example, if your five chosen participants added up 50 rows of numbers correctly, they would score a total of 50 points and you would receive $10 (50x$0.20). We will inform you of the five chosen persons' total scores and your earnings at the end of this experiment.

<<Verbal>>
Once you have chosen your five individuals, we will calculate your earnings, which are based on the total point score of your selected individuals. You will receive $0.20 for each point in your selected participants' third scores. For example, if your five chosen participants found 50 words correctly, they would score a total of 50 points and you would receive $10 (50x$0.20). We will inform you of the five chosen persons' total scores and your earnings at the end of this experiment.

Information on Participants:

You will now be informed about the characteristics of 20 study participants who performed the task you just saw. This information is on the 20 cards that you are receiving from the experimenters. Each card represents a profile of one of the 20 participants, including participant number, demographic characteristics, and two of three performance scores. The cards are in random order. Your task is to select five of these individuals. You will be paid based on their third performance score.

<<T1N>>
<<Math>>
In a previous experimental session exactly like yours, 62% of the people chose more women than men.

<<Verbal>>
In a previous experimental session exactly like yours, 46% of the people chose more women than men.

<<T2N>>
<<Verbal>>
In a previous experimental session exactly like yours, 71% of the people chose more women than men.

<<Math>>
In a previous experimental session exactly like yours, 29% of the people chose more women than men.

<<T1C, T2C>>
In a previous experimental session exactly like yours, people chose both women and men.

<<All>>

Note that you can select each participant only once.

If you have any questions, please press the "assistance" button now. Once we have addressed all questions, we will move to the main question of this study:

Main question: Select five people out of the 20 profiles you were presented. Their total third score on the task will determine your earnings.

Please remove the cards of the five selected people from the pile.

PLEASE PRESS OK ONLY AFTER YOU RECEIVED THE 20 CARDS.

<<Experimenter hands out 20 cards to each subject; content of cards is described below. >>

Math Task Candidates

Participant NR	Math Participants				
Participant NR	**Participant 1**	**Participant 2**	**Participant 3**	**Participant 4**	**Participant 5**
Gender	Male	Male	Female	Female	Female
Performance score 1	8	15	15	4	15
Performance Score 2	8	15	14	4	15
Race	White	White	White	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant NR	**Participant 6**	**Participant 7**	**Participant 8**	**Participant 9**	**Participant 10**
Gender	Female	Male	Female	Female	Male
Performance score 1	10	9	8	14	5
Performance Score 2	11	9	7	14	4
Race	Asian	Asian	Black	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant NR	**Participant 11**	**Participant 12**	**Participant 13**	**Participant 14**	**Participant 15**
Gender	Male	Male	Male	Female	Male
Performance score 1	15	10	9	8	13
Performance Score 2	14	10	9	7	15
Race	White	Black	White	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant NR	**Participant 16**	**Participant 17**	**Participant 18**	**Participant 19**	**Participant 20**
Gender	Female	Female	Male	Male	Female
Performance score 1	11	7	4	7	3
Performance Score 2	12	8	5	9	4
Race	White	Black	Black	Asian	Asian
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes

	Math Participants				
Participant NR	**Participant 1**	**Participant 2**	**Participant 3**	**Participant 4**	**Participant 5**
Gender	Male	Male	Female	Female	Female
Performance score 1	8	15	15	4	15
Performance Score 2	8	15	14	4	15
Race	White	White	White	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant NR	**Participant 6**	**Participant 7**	**Participant 8**	**Participant 9**	**Participant 10**
Gender	Female	Male	Female	Female	Male
Performance score 1	10	9	8	14	5
Performance Score 2	11	9	7	14	4
Race	Asian	Asian	Black	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant NR	**Participant 11**	**Participant 12**	**Participant 13**	**Participant 14**	**Participant 15**
Gender	Male	Male	Male	Female	Male
Performance score 1	15	10	9	8	13
Performance Score 2	14	10	9	7	15
Race	White	Black	White	White	White
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant NR	**Participant 16**	**Participant 17**	**Participant 18**	**Participant 19**	**Participant 20**
Gender	Female	Female	Male	Male	Female
Performance score 1	11	7	4	7	3
Performance Score 2	12	8	5	9	4
Race	White	Black	Black	Asian	Asian
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes

Verbal Task Candidates

	Verbal Participants				
Participant NR	**Participant 1**	**Participant 2**	**Participant 3**	**Participant 4**	**Participant 5**
Gender	Female	Female	Female	Male	Male
Performance score 1	6	11	11	13	8
Performance Score 2	9	13	15	12	8
Race	Hispanic	Black	White	White	Black
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant NR	**Participant 6**	**Participant 7**	**Participant 8**	**Participant 9**	**Participant 10**
Gender	Female	Female	Female	Male	Male
Performance score 1	9	13	11	5	12
Performance Score 2	11	9	11	5	11
Race	White	Asian	Asian	White	White
Nationality	American	American	American	American	American

Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant NR	**Participant 11**	**Participant 12**	**Participant 13**	**Participant 14**	**Participant 15**
Gender	Female	Female	Male	Male	Male
Performance score 1	16	4	16	10	10
Performance Score 2	15	5	15	9	13
Race	White	Black	White	Hispanic	Asian
Nationality	American	American	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes
Participant NR	**Participant 16**	**Participant 17**	**Participant 18**	**Participant 19**	**Participant 20**
Gender	Female	Female	Male	Male	Male
Performance score 1	15	10	15	13	6
Performance Score 2	12	8	12	13	6
Race	White	Asian	White	White	White
Nationality	American	Other	American	American	American
Boston Area Resident	Yes	Yes	Yes	Yes	Yes

<<Math>>
Please enter the participant numbers of your five selected profiles for the number adding task, ranking people, such that the 1st person is your top choice, and the 5th is the least preferred choice.

<<Verbal>>
Please enter the participant numbers of your five selected profiles for the word finding task, ranking people, such that the 1st person is your top choice, and the 5th is the least preferred choice.

<<Table as before>>

LOTTERY CHOICE DECISION TASK
We will now present you with a list of lottery questions. You will have two options to choose from: option A and option B. You will have 10 decisions to make.

Once you are done the computer will randomly select 1 of the 10 rows. Then the computer will execute the lottery described in the cell that you have selected in that row and display the lottery outcome. The computer program will pay out the lottery outcome with a 10% probability. That is, one out of 10 people receive the payoffs of the selected lottery in this task as additional earnings.

	Option A	**Option B**
1	Probability 1/10 to get $12 and probability 9/10 to get $9.6.	Probability 1/10 to get $23.1 and probability 9/10 to get $0.60.
2	Probability 2/10 to get $12 and probability 8/10 to get $9.6.	Probability 2/10 to get $23.1 and probability 8/10 to get $0.60.
3	Probability 3/10 to get $12 and probability 7/10 to get $9.6.	Probability 3/10 to get $23.1 and probability 7/10 to get $0.60.
4	Probability 4/10 to get $12 and probability 6/10 to get $9.6.	Probability 4/10 to get $23.1 and probability 6/10 to get $0.60.
5	Probability 5/10 to get $12 and probability 5/10 to get $9.6.	Probability 5/10 to get $23.1 and probability 5/10 to get $0.60.

6	Probability 6/10 to get $12 and probability 4/10 to get $9.6.	Probability 6/10 to get $23.1 and probability 4/10 to get $0.60.
7	Probability 7/10 to get $12 and probability 3/10 to get $9.6.	Probability 7/10 to get $23.1 and probability 3/10 to get $0.60.
8	Probability 8/10 to get $12 and probability 2/10 to get $9.6.	Probability 8/10 to get $23.1 and probability 2/10 to get $0.60.
9	Probability 9/10 to get $12 and probability 1/10 to get $9.6.	Probability 9/10 to get $23.1 and probability 1/10 to get $0.60.
10	Probability 10/10 to get $12 and probability 0/10 to get $9.6.	Probability 10/10 to get $23.1 and probability 0/10 to get $0.60.
11	Probability 10/10 to get $12 and probability 0/10 to get $9.6.	Probability 9/10 to get $23.1 and probability 1/10 to get $0.60.
12	Probability 10/10 to get $12 and probability 0/10 to get $9.6.	Probability 8/10 to get $23.1 and probability 2/10 to get $0.60.
13	Probability 10/10 to get $10 and probability 0/10 to get $8.	Probability 7/10 to get $23.1 and probability 3/10 to get $0.60.
14	Probability 10/10 to get $10 and probability 0/10 to get $8.	Probability 6/10 to get $23.1 and probability 4/10 to get $0.60.
15	Probability 10/10 to get $10 and probability 0/10 to get $8.	Probability 5/10 to get $23.1 and probability 5/10 to get $0.60.

<<Payoffs lottery task>>
The selected row in the lottery task was <<:D>>
The outcome of the lottery is; <<E>>
Your payoffs are: << F>>>

<<TOTAL PAYOFFS>>
Your total payoffs in this experiment are: <<A+Y+F>>

<<WE NOW CONTINUE WITH THE QUESTIONNAIRE>>
We now continue with a questionnaire while we are preparing your earnings from the experiment. This will take us at least 15 minutes, so please take your time.

17. Gender (male/female)
18. Age ()
19. Nationality   (North-American/South-American/European   or   Australian   or Russian/African/Asian/Middle Eastern)
20. Race (White/Black/Hispanic/Asian/other)
21. School (Harvard/ MIT/Other/Not a student)
22. Field of study (social science/ economics / science / humanities/ NA)
23. Current Program (College/Masters/PhD/other/NA)
24. GPA at college ()
25. SAT scores (Writing/Mathematics/Critical Reading)
26. Parental income (median household income is 4500) below median, at around median, above median)
27. What do you expect *your* annual household income in 10 years to be?
28. Parental education (N.A./ high school/ some college/ college/ PhD)

29. On a scale from 1 to 6, where 1 is not risk averse and 6 is extremely risk averse, how risk averse do you consider yourself?
30. On a scale from 1 to 6, where 1 is not loss averse and 6 is extremely loss averse, how loss averse do you consider yourself?
31. Do you feel happy/unsatisfied/angry/normal/sad/upset/bored/tired/energetic/excited
32. Any comments?

Thank you for your participation. Please remain seated if you are done, until we tell you it is ok for you to leave.

<<Experimenters hand out receipts for them to sign, once signed, they receive an envelope with their earnings, and subjects can leave.>